

RECEIVED A 49 20 2008

NORTHERN DISTRICT OF ILLINOIS
_____ DIVISION

MICHAEL W. DOBBINS CLERK, U.S. DISTRICT COURT

Po. Box 1272 oct Parch (Name of the plaintiff or plaintiffs) Los 300/	TI CIVIL ACTION
CTA 567 W. Latte St. } Chicago, IL Goldon } Pleass See Attached	08CV4738 JUDGE LINDBERG MAG. JUDGE VALDEZ
(Name of the defendant or defendants) COMPLAINT OF EMPLOY	YMENT DISCRIMINATION
1. This is an action for employment discrimina	tion.
2. The plaintiff is ERN estine	·
	in the state of TL.
3. The defendant is <u>CTP</u>	, who
resides at (street address) 5 6	W. Late St.
(city) Chicaso (county) Cook	(state) <u>IL</u> (ZIP) <u>loolo(0)</u>
(Defendant's telephone number) (30) – (

4)	The plaintiff sought employment or was employed by the defendant at
	(street address) 567 Cake 54.
	(city) Chicago (county) Cook (state) The (ZIP code) Looldof
5.	The plaintiff [check one box]
•	(a) was denied employment by the defendant.
	(b) was hired and is still employed by the defendant.
	(c) was employed but is no longer employed by the defendant.
6.	The defendant discriminated against the plaintiff on or about, or beginning on or about, (month) // , (day) // , (year) // .
7.	has
	asserting the acts of discrimination indicated in this complaint with any of the following
	government agencies:
	(i) the United States Equal Employment Opportunity Commission on or about (month) (day) / 8 (year)
	(ii) the Illinois Department of Human Rights on or about
•	$(month)$ $\frac{7}{2}$ (day) $\frac{25}{2}$ $(year)$ $\frac{6}{2}$
(b)	If charges were filed with an agency indicated above, a copy of the charge is
	attached. YES NO
lt is	the policy of both the Equal Employment Opportunity Commission and the Illinois Department
of F	luman Rights to cross-file with the other agency all charges received. The plaintiff has no reason
	elieve that this policy was not followed in this case.
_	
8.	(a) the United States Equal Employment Opportunity Commission has not issued a
	Notice of Right to Sue

(b) X	the United States Equal Employment Opportunity Commission has issued a Notice
,	of Right to Sue, which was received by the plaintiff on (month)
·	(day) 15 (year) 08 a copy of which Notice is attached to this
	complaint.
9. The defer	ndant discriminated against the plaintiff because of the plaintiff's [check all that apply]
- L	Age (Age Discrimination Employment Act).
	Color (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
	Disability (Americans with Disabilities Act)
(d) 1	National Origin (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
}	Race (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
(f) R	eligion (Title VII of the Civil Rights Act of 1964)
(g) 🔀 S	Sex (Title VII of the Civil Rights Act of 1964)
10. The plain	tiff is suing the defendant, a state or local government agency, for discrimination on
the basis	of race, color, or national origin (42 U.S.C. §1983).
	YES NO
1. Jurisdictio	on over the statutory violation alleged is conferred as follows: over Title VII claims by
28 U.S.C.	§1331, 28 U.S.C.§1343(a)(3), and 42 U.S.C.§2000e-5(f)(3); over 42 U.S.C.§1981 and
§1983 by	42 U.S.C.§1988; over the A.D.E.A. by 42 U.S.C.§12117.
2. The defen	dant [check all that apply]
(a)	failed to hire the plaintiff.
(M)	terminated the plaintiff's employment.
(e) X	failed to promote the plaintiff.
(d)	failed to reasonably accommodate the plaintiff's religion.
(e)	failed to reasonably accommodate the plaintiff's disabilities.

	(I)	other (specify): FAIL to Stop Joh Harass ment and
	•	Retaliated Against me For Asserting Rights
		For Profected by the law. I was changed with
		Misses when I was Not late. I was charged
		with excessive violations, procedurals,
		SAFty violotions, and behavial violations ona
		Continueous bases. I was taken out OF Services
13	3. The facts	supporting the plaintiff's claim of discrimination are as follows:
		My Doctor Said I was Fit Forduty.
		CTA doctor said I was not Fit Forduty.
		CTA doctor put me on stort tonn disability
	• .	CTA doctor didn't tell Cms to payme For
		Putting me OFF Work and Dylunion
•		Continueously throw out my Grievances.
14	. [AGE DI	SCRIMINATION ONLY] Defendant knowingly, intentionally, and willfully
	discrimin	ated against the plaintiff.
15	. The plain	tiff demands that the case be tried by a jury. XYES NO
16	. THEREFO	ORE, the plaintiff asks that the court grant the following relief to the plaintiff [check ply]
	(a)	Direct the defendant to hire the plaintiff.
	(ъ)	Direct the defendant to re-employ the plaintiff.
	(c)	Direct the defendant to promote the plaintiff.
	(d)	Find that the defendant failed to reasonably accommodate the plaintiff's religion.
-	(e) X	Find that the defendant failed to reasonably accommodate the plaintiff's disabilities.
	$\prod_{i} (t_i)$	Direct the defendant to (specify): Was I being Fuvestagated
	•	Direct the defendant to (specify): WAS I being Trivestagated 24 Hours A day 7 days Awest DER. My Employed
		16 61.11.00 1 1 16 1 2 00 542 11 11 15 14 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

Case 1:08-cv-04738 Document 1 Filed 08/20/2008 Page 5 of 10 Descert Employers to Ay For Osychiatric	\
Treatment with chemical testing of my)
treatment with Chemical testing of my Choice tree of Interference, or conta until testing is complete.	d
providers being movitor by the Insurance	
Company and then Reported back to cTA/ATTY	₹.
Why did CTA/cms/special fast FORCE MALE	
contact with my Health cant priders to B	3/1
and not treat me. Why was A psychiate it Room	" L
and not treat me. Why was A psychiate it Room showed to Health Provideraby somegale who never to to me as A patient, and How was this Information	4
(g) If available, grant the plaintiff appropriate injunctive relief, lost wages,	
liquidated/double damages, front pay, compensatory damages, punitive damages,	
prejudgment interest, post-judgment interest, and costs, including reasonable attorney fees and expert witness fees.	
(h) Grant such other relief as the Court may find appropriate.	
Plaintiff's signature) Exposting of ali	
Plaintiff's name) Earlestint L. ALT	
Plaintiff's street address) P.O.Box 1277	
(City) Out Park (State) IL (ZIP) 6030 V	
(Plaintiff's telephone number) ()	

Rod R. Blagojevich, Governor Rocco J. Claps, Director

July 25, 2008

Ms. Ernestine L. Ali P.O. Box 1277 Oak Park, IL 60304

Re: Ali v Chicago Transit Authority, Control No.: 090723137

Dear Complainant:

The United States Equal Employment Opportunity Commission (EEOC) and the Illinois Department of Human Rights (Department) are parties to a cooperative agreement. Under this agreement, when you filed your charge of discrimination with the EEOC it was automatically filed with the Department. The Department is keeping a copy of your EEOC charge on file to preserve jurisdiction under Illinois law.

This letter is to inform you that you may proceed with your charge at the Department. This does not affect the processing of your charge at EEOC. If you wish to proceed with the Department, you must notify the Department in writing of your decision, either by mail or in person, within 35 days of receipt of this letter. Please include the Control Number indicated above on the letter you send to the Department regarding this charge.

By Mail: Your written decision should be sent via U.S. Postal certified mail, return

receipt requested, to: IL Department of Human Rights, Attn: EEOC Referred Charges/Intake Unit, 100 W. Randolph St., Ste. 10-100, Chicago, IL 60601.

In Person: You must bring an original and one copy of your written decision. The

Department will stamp the copies and one will be returned to you for your

records.

You should also provide to the Department (Attn: EEOC Referred Charges/Intake Unit) a copy of the EEOC Determination and Findings as soon as you receive them from the EEOC. When the Department receives your documents, you will be mailed a letter containing additional information about your case.

Your failure to timely notify the Department of your decision will result in the Department closing your file. If you do not wish to proceed with the Department, you do not need to take any further action.

As stated above, this letter does not affect the processing of your charge at the EEOC, and does not apply to any settlement of this charge the parties have made with the EEOC. If you have any questions regarding this process, please contact Thomas F. Roeser, Pre-Investigations Coordinator, at (312) 814-6295. Please do not contact the EEOC. It is not necessary that Respondent take any action at this time.

THE DEPARTMENT OF HUMAN RIGHTS

CC: Director of Human Resources Chicago Transit Authority 567 W. Lake Street Chicago, IL 60661 Case 1:08-cv-04738 Document 1 Filed 08/20/2008 Page 7 of 10

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION FEOG Form 151 (2/68) DISMISSAL AND NOTICE OF RIGHTS **Chicago District Office** From: 500 West Madison St Ernestine L. All 10: Suite 2800 P.O. Box 1277 Chicago, IL 60661 Oak Park, IL 60304 CERTIFIED MAIL: #7099 3400 0014 4053 7835 On behalf of person(s) aggrieved whose identity is CONFIDENTIAL (29 CFR §1501.7(a)) Telephone No. **EEOC** Representative <u>ee</u>⊖⊜ Charge No. Jacquelyn Harrison, (312) 353-8658 Investigator 440-2008-06328 THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON: The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC. Your allegations did not involve a disability as defined by the Americans With Disabilities Act. The Respondent employs less than the required number of employees or is not otherwise covered by the statutes. Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with X the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge. The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge. Other (briefly state) - NOTICE OF SUIT RIGHTS -(See the additional information attached to this form.) Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only

notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filling suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

On behalf of the Commission

John P. Rowe. District Director

CHICAGO TRANSIT AUTHORITY

Enclosures(3)

CC

Page 8 of 10

	4.1				
CHARGE OF DISCRIMINATION	Charge	Presented To:	Agency(ies) Charge No(s):	
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		FEPA			
	X EEOC		440)-2008-06328	
Illinois Department C	of Human Rig	ghts		and EEOC	
State or local Age Name (Indicate Mr., Ma., Mrs.)	ency, if any	Home Phone (Incl.)	me Code)	Date of Birth	
Ms. Ernestine L. Ali		(708) 743-	·	12-25-1963	
	and ZIP Code	(100)140	*****		
P.O. Box 1277, Oak Park, IL 60304					
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship	Committee, or St	ate or Local Governm	nent Agency	That I Believe	
Discriminated Against Me or Others. (If more than two, list under #ARTICULARS Name	Delow.)	No. Employees, Memb	ers Phone	No. (Include Area Code)	
CHICAGO TRANSIT AUTHORITY		500 or More		(312) 681-2238	
Street Address City, State 8 567 W Lake St, Chicago, IL 60661	and ZIP Code				
, , , , , , , , , , , , , , , , , , ,		-			
Name		No. Employees, Memb	are Phone	a No. (include Area Code)	
Street Address City, State s	and ZiP Code	<u> </u>	<u> </u>	······································	
DISCRIMINATION BASED ON (Check appropriate box(es).)		, ,	iSCRIMINATIC idiest	ON TOOK PLACE Latest	
RACE COLOR X SEX X RELIGION	NATIONAL ORIG		5-2008	05-16-2008	
X RETALIATION AGE DISABILITY 01	 □HER (Specify below	.,			
	, , ,	i l r	CONTINL	JING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):					
I was hired by Respondent on September 6, 2001. My curwas disciplined.	rrent position	is Bus Operato	r. On Ma	y 16, 2008 i	
I believe I have been discriminated against because of my Title VII of the Civil Rights Act of 1964, as amended.	r sex, female,	and my religior	ı, Muslim,	in violation of	
I also believe I have been retalisted against for angaging i	in a protected	antivity in viole	stice of Ti	tio V/II of the	
I also believe I have been retaliated against for engaging i Civil Rights Act of 1964, as amended.	iii a protected	activity, in viere	IGOTI OF TO	ne vii oi sie	
			√ € 8 ∂	2008	
		Cim?		e e e e e e e e e e e e e e e e e e e	
I want this charge filed with both the EEOC and the State or local Agency, if any. It will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY - When	necessary for State and	I Local Agency	Requirements	
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO REFORE ME THIS DATE (month, day, year)				
Jun 18, 2008 En Dane & Di					
Date Charging Party Signature	1				

Case 1:08-cv-04738 Document 1 Filed (Filed 08/20/2008 Page 9 of 10

DEPARTMENT OF EMPLOYMENT SECURITY

REPORT NO: RBI01020 UI CLAIMANT WAGE INFORMATION SHEET MAILING DATE: 07/31/2008

1107

CLAIM DATE: 07/27/2008

CLAIMANT ID:

ERNESTINE L. ALI

DEPENDENTS: NONE

CLAIM STATUS: NITLAL

PO BOX 1277 OAK PARK , IL

60304

TYPE OF CLAIM:

NEW

PROGRAM: STATE

BENEFIT YEAR END: 07/26/2009 SUB-PROGRAM: REG

OTHER-IDS:

PHONE:

LAST DAY OF WORK: 05/12/2008 UNEMPLOYMENT REASON: DISCHARGED

YOUR BI-WEEKLY CALL DAY IS MONDAY

YOUR NEXT FILING DATE IS 08-11-2008

STATEMENT OF BENEFIT RIGHTS

BASE PERIOD QUARTERS AND WAGES PAID

EMPLOYER NAME 2-2007 3-2007 4-2007

CHICAGO TRANSIT AUTHORITY 5,909.00 1,135.06 11,540.36 12,187.96

TOTALS 5,909.00 1,135.06 11,540.36 12,187.96

YOU CAN NOW ELECT TO HAVE YOUR UI BENEFIT PAYMENT DEPOSITED DIRECTLY INTO

YOUR BANK ACCOUNT OR TO AN IDES ISSUED DEBIT CARD. TO BEGIN THE PROCESS,

CONTACT YOUR LOCAL OFFICE OR VISIT THE IDES WEBSITE AT WWW.IDES.STATE.IL.US *

(Pending

WEEKLY BENEFIT AMOUNT: \$369.00

MAXIMUM BENEFIT BALANCE: \$9,594.00

DEPENDENT ALLOWANCE:

YOUR BENEFIT AMOUNT PER WEEK: \$369.00

COMMENTS

YOU ELECTED TO HAVE FEDERAL INCOME TAX DEDUCTED AND WITHHELD FROM YOUR UNEMPLOYMENT INSURANCE BENEFITS. THEREFORE, TOX OF YOUR NET SENEFIT AMOUNT WILL BE WITHHELD FROM ANY BENEFITS PAYABLE ON OR AFFER AUGUST 7, 2001

700 ELECTED TO HAVE STATE INCOME TAX DEDUCTED AND WITHHELD FROM YOUR PAREMPLOYMENT INSURANCE BENEFITS. THEREFORE, 37 OF YOUR NET RENEFIT AMOUNT WILL BE WITHHELD FROM ANY CENEFITS PAYABLE ON OR

AFFER JANUARY 1, 2006.

Case 1:08-cv-04738 Document 1 Filed 08/20/2008 (Item - A0440 (Rev. 05/00) Summons List of Names And Addresses Local 241 Union DARREll JEFFERSON 20 South Clark 8+ John BAYER Chicugo, IC-60603 312-341-1733 North PARK Garage Michael Wallace Charlotte Anderson 3112 W. Footer AVE. Chicago, IL. Chicago garage 1) Keath murray 2) SHOWN Bemitt 3) TALAVERA HIPOLIPO-B. 25095 773-265-0454 CTA 74th St. Barrage 1) Randy Rodgers - 74th st. values Roosevelt Coley-Bg. 30071 1815 West 74th st. chicago, IL. 6063 chicago, IL. 60636 773-925-2600 Archer-Garage mike Sulaskus alpoo W. Pershina Chicago, IL.